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Breaking the Glass Ceiling since 1999

Free Speech

VOLUME 2, ISSUE 4

MAY 2007

May is National Foster Care & Adoption Month

Today there are more than half a million children in foster care in the United States. According to the Child Welfare League of America 2004 state by state fact sheets, 2,030 children in Montana lived apart from their families in out-of-home care and 192 children were legally adopted in Montana, a 16.4% decrease from the previous year. May is designated as National Foster Care and Adoption Month to raise awareness about the growing need for foster parents, volunteers and mentors for our nation's most vulnerable youth. Foster families are desperately needed in communities throughout Montana to assist with emergency and long-term foster care placements. In 2004, 36.7% of Montana's children, age 5 and younger, were living apart from their families and



the other large majority, representing 13.4%, were 16 or older. Of the children in out-of-home care 52.4% were white, 1.1% were black, 5.7% were Hispanic, 33.8% were American Indian/Alaskan Native and 7.0% were children of other races and ethnicities. Research shows that children of color are no more likely to be abused and neglected by their parents, but they represent 60% of America's 513,000 foster children. The same can be said about Montana's tribal populations, making up less than 7% of our state's diversity, but accounting for nearly 34% of foster care. According to the national research, children of color tend to have worse outcomes than their Caucasian peers.

This Mother's Day, as you interact with your children and family, take a few minutes to consider the children in foster care that are waiting for families to call their own. Care enough to make a difference in a child's life and give them the chance to have something most of us take for granted... a loving family. If you, or someone you know, is interested in becoming a foster parent, be assured that the process is not cumbersome. To become a foster parent you must be more than 18 years of age; agree to a criminal record, finger printing, and child protective services background checks; attend required training for licensing; submit references and open your home to a licensing agent for a study. To learn more about how you can become involved in the Montana Foster Care and Adoption program please contact Laura Tafts at 444-5975 or Elizabeth Skinner at 444-5919.

Author: Jennifer Weiss

Excellence In Leadership Awards Ceremony

Mark your calendars for the **Excellence in Leadership Awards (ELA) Ceremony** on Wednesday, **May 16, 2007, from 2:30—4:00 in Room 303.**

This year's ceremony is particularly important as we pay tribute

to our founder Joan A. Duncan and the charter members of 1976-1977 for their visionary efforts in helping women advance in state government. Monica Abbott, ICCW chairwoman, will emcee the event and Lt. Governor John Bohlinger will once again present the awards as ICCW honors three individuals

from across Montana for exemplary leadership and achievements or for outstanding efforts to help women excel in the workplace with an Excellence in Leadership Award. ICCW members are highly encouraged to attend the event in lieu of a May general meeting.



Molly Kruckenberg
Research Center Director
Montana Historical
Society

Celebrating Women

Molly Kruckenberg was born on a century-old family farm in Pennsylvania. With encouragement from her parents and an early interest in history from the family farm, Molly pursued an undergraduate degree in history. During her freshman year, Molly began working in the college library, eventually finding her way to the small school archives.

Nearing the completion of her bachelor's program, she wondered what she would do with her history degree. Not wanting to teach, and enjoying her experience working in both

the library and archives, she enrolled in the University of Pittsburgh Library Science graduate program, specializing in archives and archives management.

In 1998, Molly took her first job as a reference archivist at the Western Historical Manuscript Collection in Columbia, Missouri. She remained there for six months before accepting a job in the archives at the Montana Historical Society (MHS), eventually becoming the State Archivist in 2001. In 2005 she became the Research Center Director at MHS, a

position which oversees the operations and collections of the library and photograph archives.

As the Research Center Director, she not only has the opportunity to build upon her early interest in history, she's now in a position to share that passion with others. "My main goal is to make our collections more accessible to the people of Montana," Molly said.

To learn more about the Montana Historical Society, visit <http://mhs.mt.gov/>, drop by, or call (406-444-2681) to schedule a visit.

Training Resources

Listen Up: Hear What's Really Being Said: Improve Your Career and Your Life by Becoming a Better Listener

Are you frequently frustrated when misunderstandings drain your energy and diminish your productivity? Do you want to "hear" between the lines...get more out of your conversations? Would you like to sidestep time-wasting misunderstandings by doing a better job of listening to your spouse, boss or kids?

This 60-minute Training Series program will teach you powerful techniques to make you a more effective listener. When you use these strategies and techniques, you'll hear – and accomplish – more than ever before. At home and at work, the tools you'll learn during this seminar will become your keys to unlimited potential and greater enthusiasm and confidence.

Self-Confidence and Peak Performance (Based on the

Best-Selling Book "The Confidence Factor"

Don't handicap yourself with poor self-esteem. Learn practical step-by-step techniques for building your self-assurance. Be happier and more satisfied with your life. Stop wishing and start doing all the things you want to do. This video program will help you reach higher levels of self-assurance, improve your self-image and unleash your personal potential. Achieve your dreams!

See the World as highly accomplished women do!

"If you want the rainbow, you've got to put up with the rain."

Dolly Parton



What does Mother's Day mean to you?
Visit wikipedia.org to learn more.

The Mother of Mother's Day

Ann Jarvis, a young Appalachian homemaker, was the first to call attention to Mothers' Work Days in 1858 when she organized women throughout the Civil War to work for better sanitary conditions.

When Jarvis died, her daughter, Anna, initiated a crusade to found a memorial day for women. The first such celebration occurred in Grafton, West VA on May 10, 1908 in the Andrews Methodist Episcopal Church where her mother had taught Sunday School.

The 1912 General Conference of The Methodist Episcopal Church, at the suggestion of delegates from Andrews M.E. Church, recognized Jarvis as the founder and advocated the celebration of the holiday. From there, the custom spread to 45 states and was officially declared by some in 1912. In 1914 President Woodrow Wilson declared the first national Mother's Day, as a day for American citizens to show the flag in honor of those mothers whose sons had died in war.

Nine years after the first official Mother's Day holiday, commercialization of the U.S. holiday became so rampant that Jarvis became soured by its popularity. She and her sister Ellsinore spent their family inheritance campaigning against the holiday stating that purchasing of printed Mother's Day greeting cards were "a poor excuse for the letter you are too lazy to write."

Both she and her sister died in poverty.

Source: Wikipedia

The Most Precious Gift is Time

Four ICCW women met on April 24, at the Florence Crittenton Home (FCH) for an extended hour with two young women and a small boy eating his supper. We wondered – what should we say? How will we get the girls to talk to us? How can we form short-term relationships that could make a difference in their lives? We met in an apartment which two young women share, often with their babies, for the time they're in the Pathways to Success wing. The not-yet-year-old boy was a charmer who caught our attention

and reminded us of the babies in our lives. We told about ourselves, beginning with pregnancy and childbirth stories, or relationships we have with nieces and nephews or other children. The girls shared some of their lives with us, telling us how they came to FCH, and what they were experiencing raising a child—with topics of sleepless nights, trying to work and raise a baby, and learning to be moms. The hour went by quickly, and as we left, one of the girls said shyly, "So, are you coming back again?" I replied yes, that it may be a variety

of women who come - some who come once and some who come more often. Would that be okay? She seemed pleased, and I felt I had made a real connection to a young woman who could use some hope and some help from those of us who had a little time to give. We hope to have an ongoing mentoring program at FCH. If you'd like to come once (or more often), contact : **Jacquie Gibson at 444-4457.** You need not be an ICCW member to become a mentor.

Author: Jacquie Gibson

**"The greatest
pain in life is
to be
invisible."**

Oprah Winfrey

I Am The Cure

Participants at this year's Koman Montana Race for the Cure on May 19, 2007 will see an new element added to the race. I AM THE CURE is the rally cry that educates and inspires people to teach them how to take charge of their own breast health. This program takes the guesswork out of breast health communication. Cure Leaders (the official cheerleaders of the race) will be at the starting line and throughout the course. They will be leading supporters and cheer-

ing on runners and walkers along the race course. Cure Leaders are volunteers of all ages walks of life who cheer runners into breast cancer awareness and early detection as they callout life saving messages throughout the race including:

Best Protection is Early Detection
I AM THE CURE
Every Person Everywhere
I AM THE CURE
Yearly check ups can save lives
I AM THE CURE

Raise your voices for healthy choices
I AM THE CURE

This program is meant to not only honor and support our loved ones affected by breast cancer, but to educate participants to take a proactive approach to caring for their own health. For those who believe, teach and practice this program - Who is the cure – I AM THE CURE!

Author: Trudy Phippen



Women Line Up for Pampering at the Health Fair

The ICCW table at the May 3 Women's Health Fair was a huge success. Thanks to each contributing member for great ideas and the willingness to help pull this together. As a result, the Preventative Health Subcommittee was able to promote ICCW's mission, women's health, the Race for the Cure, and the goals of several of the ICCW subcommittees.

A special thanks to Melody Scoble for coordinating several hours of the biggest attraction in the Capitol - free massage! As the preventative health subcommittee moves forward next year one of their initiatives will be to



increase access to massage for state employees in the work place. According to attendee Diane West, Health & Safety Director of the Department of Labor and Industry, there were nearly 10 people in line waiting for a massage from the three therapists. "I think most women felt this was a fantastic addition. A little pampering at work is great for the spirit."

Author: Colleen Owen

ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

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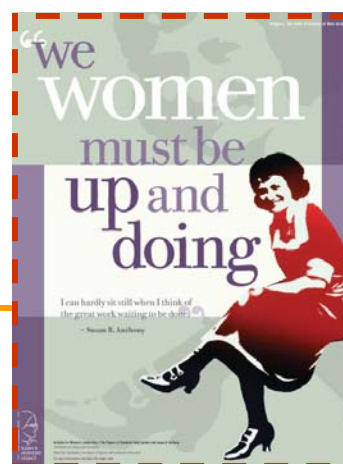
E-mail: mirobinson@mt.gov

Creating positive change for all state employees by promoting the full participation of women in state government.



Remaining Schedule for 2007

May 16	2:30 ELA, Old Supreme Court
May 17	12-1:00 Living Wills Brown Bag, Sanders Auditorium
June 11	Nominations for Officers due
June 14	12-1:00 Big Brothers/Sisters BB, Sanders Auditorium
June 21	1:30-3:00 Walt Sullivan, 1st flr
June 21	Officer Elections



Call for 07-08 Leaders

What is ICCW?

ICCW is a diverse group of dedicated and dynamic state employees who truly believe they can create positive change for all state workers and women as a whole.

ICCW moves toward proactive and positive change by improving educational opportunities; monitoring, measuring and reporting pay scale equalities; observing legislative effects on state employees; and promoting state employees through public relations. Each member brings her or his own special talents to the group. Interagency cooperation and teamwork continue to move ICCW forward.

How do I become a member?

A call for new members is initiated annually by ICCW. Each state agency's director ultimately has the final say for who will best represent his/her agency. Term of appointment is for one or two years, however there are no term limits.

What level of commitment is expected?

To sit on the committee you must be willing to provide approximately four

hours per month: two for the monthly general meeting, and two for subcommittee meetings and action related assignments. Each subcommittee works toward one group of goals set forth by ICCW to accomplish our mission.

How does someone become an officer and when does this occur?

Officers are nominated by ICCW members or may be self-nominated. In order to be considered nominees must have served four months prior to the election and will have written authorization from his/her agency director that he/she will be reappointed for another term of service. **Nominations should be sent to Monica Abbott, via e-mail no later than June 11.**

What positions are available?

Chair (Governor appointed), Vice Chair, Historian, Secretary & Treasurer. It should be noted that although the committee may nominate a chair, the Governor has final say on who he will appoint.

What if I am nominated as an officer?

First of all, congratulations. Second, take a few minutes to visit the ICCW

website and familiarize yourself with the position description of that particular role. Third, contact the current officer to get a better feel for time commitments and expectations. Lastly, **if you accept the role, print and sign, and send a hardcopy to Monica Abbott's attention before June 11.** Please include a one paragraph summary of why you want the position and what you will bring to the role.

What if I am nominated, but don't want it?

Simply decline in an email to Monica.

When will elections occur and how does it work?

Voting for officers will be conducted via written ballot during the June monthly meeting. Those unable to attend will vote by email. **All votes must be received by 4:00 pm of June 21.** Please note: Each agency has only one vote in accordance with Article III of the by-laws.

Who reviews the votes?

Two members, who are not running for an officer's position, will tally the votes.

PDF Conversion provided by Casey Greenwood